

ENTERPRISE AGREEMENT

NO: E.A. 510 /1994

DATE REGISTERED: 23-12-94

PRICE: \$ 52-00

LINK TELECOMMUNICATIONS

AGREEMENT (NSW) 1994

INDEX

<u>CLAUSE</u>	<u>SUBJECT MATTER</u>	<u>PAGE</u>
1.	INDEX	1.
2.	TITLE	2.
3.	APPLICATION	2.
4.	DURATION	2.
5.	NO EXTRA CLAIMS	2.
6.	ACKNOWLEDGEMENT	3.
7.	TERMS OF ENGAGEMENT	3.
8.	HOURS OF WORK	3.
9.	CLASSIFICATION AND NOTIFICATION	4.
10.	RATES OF PAY	5.
11.	PART-TIME ENGAGEMENT	5.
12.	TIME ZONES AND PENALTY RATES	6.
13.	OVERTIME	6.
14.	CASUAL OPERATORS	7.
15.	MEALS, REST BREAKS AND ALLOWANCES	7.
16.	PUBLIC HOLIDAYS	8.
17.	ANNUAL LEAVE AND LOADING	8.
18.	LONG SERVICE LEAVE	9.
19.	SICK LEAVE	9.
20.	COMPASSIONATE LEAVE	10.
21.	PARENTAL LEAVE	10.
22.	OCCUPATIONAL HEALTH AND SAFETY	10.
23.	PAYMENT OF WAGES	10.
24.	SUPERANNUATION	11.
25.	FINISHING AT NIGHT	11.
26.	NOTICES	11.
27.	YOUNG PEOPLE	11.
28.	FIRST AID ALLOWANCE	12.
29.	ROSTER SWAPS	12.
30.	ATTENDANCE RECORDING SYSTEM	12.
31.	TERMINATION OF ENGAGEMENT	13.
32.	REDUNDANCY	13.
33.	COUNSELLING PROCESS	13.
34.	DISPUTE SETTLING PROCEDURE	14.
	ATTACHMENTS	
	SIGNATORIES	

2. **TITLE**

This Agreement will be known as the Link Telecommunications Agreement (NSW) 1994.

3. **APPLICATION**

The Agreement will operate in respect of the Operations Centre of Link Telecommunications, 272 Pacific Highway, Crows Nest, New South Wales.

4. **DURATION**

Given the support of at least 65% of the current full-time and part-time operators in our Operations Centre, this Agreement will come into force as at (a date when ratified by the Industrial Relations Commission (NSW) but possibly around August this year) and will operate for two years.

Prior to (August 1996) further discussions regarding future arrangements will commence.

5. **NO EXTRA CLAIMS**

The parties bound by this proposal undertake not to pursue any further claims to wages or conditions other than those provided for in this Agreement and those relating to a bona fide health and safety matter for the duration of this Agreement. Variations to rates of pay arising from any outside source such as a National Wage Case will not be flowed on to the full-time and part-time staff provided for under this Agreement.

The parties bound by this Agreement also affirm that there was no duress involved in the drafting of the document.

6. ACKNOWLEDGEMENTS

Prior to the ratification of this Agreement the Clerks (State) Award (NSW), as a common rule award applying to individuals with clerical classifications in the state of New South Wales, applied to those engaged at our Operations Centre in Sydney.

7. TERMS OF ENGAGEMENT

Individuals shall be engaged on one of the following terms;

FULL-TIME	Engaged on an agreed roster covering up to 38 hours per week, or
PART-TIME	Engaged on an agreed roster covering 12 to less than 38 hours per week, (Refer Clause 11), or
CASUAL	Engaged and paid on casual rates of pay with the spread of hours being the same as for full-or part-time staff. (Refer Clause 14).

8. HOURS OF WORK

The ordinary hours of work, exclusive of meal hours, will not exceed 38 hours per week. As we work in a continuous operating environment, four distinct time zones will exist;

DAY	Hours between 6:00am and 6:00pm Monday to Friday,
AFTERNOON	Hours between 6:00pm and 11:00pm Monday to Friday,
GRAVEYARD	Hours between 11:00pm and 6:00am on Monday to Friday, and
WEEKEND	The 48 hours between midnight Friday and midnight Sunday.

9. CLASSIFICATION AND NOTIFICATION

All individuals employed on a full-time or part-time basis will be engaged according to the classifications below. When initially commencing with the Operations Centre they will be notified in writing of their classification, agreed roster and terms of engagement. Any change to these terms should also be notified in writing.

PROBATIONARY OPERATOR All full-time or part-time Operators will initially be engaged on a probationary basis for three (3) months. At the end of that period and by mutual agreement the individual will be accorded full conditions as a full or part-time Operator.

Probationary staff may have their employment terminated during the period by either the supervisor or individual providing two (2) days notice or payment in lieu.

OPERATOR

Operators are responsible and accountable for their own work while working under general supervision performing clerical duties which involve the exercise of some initiative and minor decision making within our regular work routine.

They are required to touch type at 40 words per minute with 98% accuracy.

Most of the time they operate a terminal with a hands-free head-set. The screen displays the simple menu utilities of a personal computer and, when handling incoming calls/messages, the Operator would apply a working knowledge of our products and services.

As a matter of professional standards, incoming calls are handled with a personable demeanor coupled with calm dignity.

ASSISTANT SUPERVISOR

As a matter of course, Assistant Supervisors have substantial experience and capacity as an Operator. Assistant Supervisors will support the performance of Operators by responding to more complex in-coming calls and listening to and improving staff on work-related issues.

SUPERVISORS

Supervisors will also have substantial experience and capacity as an Operator. They will also support Operators by allocating daily tasks, resolving day-to-day operational problems, helping to co-ordinate work patterns, checking individual or group performance and generally supporting their Assistant Supervisors.

10. RATES OF PAY

Refer to Attachment A. for rates of pay.

11. PART-TIME ENGAGEMENT

Part-time Operators are engaged to work regular days and regular hours but not less than two (2) days per week or twelve (12) hours per week. -

The provisions accorded to them will be the same as for full-time Operators but on a proportional basis.

12. TIME ZONE AND PENALTY RATES

All full-time and part-time Operators are engaged to work regular days and regular hours (i.e. a fixed roster). However, as our Operations Centre is operating continuously, rosters may be scheduled at any time but ordinary hours will not exceed eight (8) hours in any twenty-four (24) hour period or thirty-eight (38) hours in any calendar week.

As described in Clause 8., the 168 hours in any week will be categorised into four (4) time zones in order to recognise the distinctiveness of our continuous operations in comparison to currently acceptable "working" hours. This recognition is expressed in the awarding of penalty rates to the ordinary hourly rate for work performed during the defined time zones.

DAY	-6:00am to 6:00pm Monday to Friday	- Ordinary hourly rate
AFTERNOON	-6:00pm to 11:00pm Monday to Friday	-plus 17%
GRAVEYARD	-11:00pm to 6:00am on Monday to Friday	-plus 26%
WEEKEND	-Midnight Friday to Midnight Sunday	-plus 50%

Penalty rates described in this Agreement are not cumulative.

13. OVERTIME

All full-time and part-time Operators shall receive an overtime penalty if they are required to work in excess of their regular roster and given the time worked is greater than eight (8) hours in any twenty-four (24) hour period and/or thirty-eight (38) hours in any calendar week.

Overtime will be paid at the rate of time and a half for the first two (2) hours and double time thereafter to the nearest fifteen (15) minutes.

It is a requirement that Operators enjoy at least ten (10) consecutive hours off duty between work on successive days.

While an Operator is required to work a reasonable amount of overtime if requested to do so, the Supervisor is required to give reasonable notice when arranging the overtime with the Operator.

14. CASUAL OPERATORS

By mutual agreement between a casual Operator and a Supervisor, the Operator may be engaged for up to thirty-eight (38) hours per week. The Operator shall be paid the hourly rate of pay prescribed in the Clerks (State) Award (NSW) which includes a 20% loading plus an 8.33% penalty allowance in lieu of annual leave with a minimum payment of four (4) hours work on each occasion.

A casual Operator can only be engaged with part-time or full-time status with mutual agreement between them and their Supervisor.

15. MEALS, REST BREAKS AND ALLOWANCES

Operators are entitled to a meal break after working for more than five (5) continuous hours. Should the break occur between 6:00am and 6:00pm Monday to Friday it would be thirty (30) minutes unpaid. Those breaks at any other time will be thirty (30) minutes, paid and worked as currently practised.

A "morning tea" break of ten (10) minutes paid time will also be provided between two (2) to three (3) hours after the commencement of a daily roster. As described above, a meal break would then be taken (after another 2 to 3 hours).

As necessary, an "afternoon tea" break of ten (10) minutes paid time will be provided during the two (2) to three (3) hours worked after the meal break.

An Operator and Supervisor may, by mutual understanding, alter the commencement time of meal and rest breaks to fit in with the individuals or business requirements.

Should any part-time or full-time Operator work for more than ten (10) hours consecutively they will be entitled to a meal allowance of \$7.50. If the consecutive work exceeds thirteen (13) hours, a second meal allowance of \$5.00 would be paid.

16. PUBLIC HOLIDAYS

New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, Boxing Day and any other day gazetted as a public holiday in New South Wales shall be deemed as public holidays for all full-time and part-time staff in our Operations Centre.

No deduction will be made from the hourly income of any part-time or full-time staff whose regular, rostered hours fall on the public holidays listed. While staff should be available to work their regular roster, your Supervisor will arrange for those actually required to work during public holidays before the event.

Full-time or part-time staff who actually work on a public holiday will be paid double the ordinary rate of hourly pay for a minimum of four (4) hours work.

Where an Operator is absent from their Operations Centre on their regularly rostered working day before or after a public holiday without reasonable excuse, they will forego their entitlement to be paid for the public holiday.

All full-time and part-time Operators employed as at the 01 December each year will receive up to \$100 as a Christmas bonus in the pay period prior to Christmas Day. The bonus will be based on length of service in that calendar year and rostered hours.

17. ANNUAL LEAVE AND LOADING

Annual leave and leave loading continues to be a condition of employment governed by the Annual Holidays Act, 1944.

Simply, a full-time Operator is entitled to four (4) weeks annual leave with a 17½% leave loading on the appropriate regular weekly rate of pay that the Operator enjoyed immediately prior to commencing holidays (excluding additional allowances, loadings, penalties, overtime and other payments) or the regular penalty rates they receive whichever is the greater.

Leave loading is only paid on annual leave to which an Operator has become entitled. It is not payable on pro-rata leave should an Operator separate from the organisation except where their employment is terminated by the company for reasons other than misconduct.

Seven day shift workers (that is Operators who are required to work as part of their regular pattern of work on each day of the week on a rotating basis) will be entitled to an additional weeks annual leave. (Refer Attachment B).

18. LONG SERVICE LEAVE

Long Service Leave (sometimes referred to as Furlough) continues to be condition of employment governed by the Long Service Leave Act, 1955.

Basically, staff become entitled to 8.67 weeks Long Service Leave (L.S.L.) after ten (10) years consecutive service. However, individuals also become entitled to pro-rata L.S.L. after five (5) years continuous service and will be paid in lieu of that leave under appropriate circumstances.

19. SICK LEAVE

Full-time Operators will be entitled to thirty-eight (38) hours sick leave during their first year of continuous employment and sixty (60) hours during the second and subsequent years. Unused sick leave will be cumulative.

Payment for sick leave will be subject to the production of a legible medical certificate or other evidence which satisfies your Supervisor.

Sick Operators need to arrange to advise their Supervisor of their inability to attend (and, if possible, state the nature of their illness and estimated duration of their absence) at least two (2) hours prior to their normal commencement time. If Supervisors are not advised in time, the absence may be treated as Leave without Pay.

The payment of sick leave is normally withheld during the probationary period (Refer Clause 9.) but payment for any entitled sick leave taken is made to an Operator after they complete their probation and given they accept continuing employment.

If a public holiday occurs during an Operator's extended illness on Sick Leave, then the public holiday will not be counted as sick leave.

20. COMPASSIONATE LEAVE

At the discretion of the Manager, staff will be granted paid leave for compassionate reasons. Compassionate leave is normally associated with attending funerals of closely related family, but it will not be constrained to only these occasions.

As a guide, up to two (2) days per year would be considered for such occasions with an additional two (2) days per year where extensive travel is required. Normally, satisfactory evidence confirming the reason for compassionate leave should be supplied.

21. PARENTAL LEAVE

Parental (Maternity, Paternity and Adoption) Leave continues to be a condition of employment governed by the Industrial Relations Act, 1991.

Attachment C provides an overview of maternity leave provisions.

22. OCCUPATIONAL HEALTH AND SAFETY

It is simply a matter of commonsense that all of us should continually monitor and maintain or improve our work environment to a safe and healthy standard.

We are all responsible to abide by the Occupational Health and Safety Act, 1983 and, in the unfortunate situation of injuries/illness, the Workers' Compensation Act, 1987.

23. PAYMENT OF WAGES

As currently practised, all Operators are paid on a fortnightly basis in arrears by Electronic Funds Transfer directly to a nominated bank account.

24. SUPERANNUATION

All full-time, part-time and casual staff are eligible to join the BellSouth Australia Superannuation Fund which is administered in accordance to the Trust Deed, the Superannuation Guarantee Act, 1992 and appropriate ammendments.

25. FINISHING AT NIGHT

Individuals are expected to make their own arrangements to get to and from work.

However, when an Operator is requested to work overtime at night and suitable means of transport home are not available, Supervisors will provide a taxi voucher if appropriate.

Young people will not be encouraged to work rosters, with or without overtime, which finish late in the evening.

26. NOTICES

A Notice Board in the "Lunch Room" is available for appropriate business and personal notices. Please check with your Supervisor first as they have the responsibility of authorising the display or removal of notices.

Copies of this Agreement will always be kept with Supervisors and are available for your perusal. A copy will be exhibited on the Notice Board.

27. YOUNG PEOPLE

Individuals are employed based on their capacity to perform the role to and above the standards of professionalism accepted in our Operations Centre. As such those under the age of 21 will be paid at a percentage of the Probationary Operator's rate. (Refer Attachment A).

In line with Clause 25., young people will not be encouraged to work rosters, with or without overtime, which finish late in the evening.

28. FIRST AID ALLOWANCE

Any staff member trained to render first-aid (being a current holder of appropriate qualifications) will be paid an allowance (Refer Attachment A) if they are approached by their Supervisor to be available to perform first-aid and they are willing to do so.

29. ROSTER SWAPS

It is common sense to recognise that, from time to time, individuals could benefit from swapping "rosters" with another Operator (generally for personal reasons of an irregular nature).

The swap is at the discretion of the Supervisor (or Manager) and may be approved if the following conditions are met;

- a) the exchange must have no cost impact,
- b) payment will be at regular rates only.....not at overtime rates, and
- c) the swap occurs within the same pay period and is processed in writing (Refer Attachment D).

Please note that the introduction of an appropriate Attendance Recording System (Refer Clause 30) may allow shift swapping with greater ease.

30. ATTENDANCE RECORDING SYSTEM

A suitable system of recording attendance is currently being reviewed. The introduction of a selected system which will record the hours an Operator works and simplify the roster administration.

31. TERMINATION OF ENGAGEMENT

The employment of full-time or part-time Operators may be terminated by one week's notice on either side and may be given at any time or by the payment/forfeiture of a week's pay in lieu of notice.

All Operators (who are not serving their Probationary period) will be given a written reference of service if requested. Please refer to Attachment E for the standard format.

On termination all final monies due to an individual will be paid to them, usually by cheque, and they will be supplied with a Termination Advice. When the Pay Office has been given advance notice the cheque will normally be available on the day of separation. In other circumstances, it will be despatched to your home address as soon as practical but within two (2) weeks.

32. REDUNDANCY

Any Operator whose employment position has become redundant shall receive severance pay of two (2) weeks per completed year of service. This payment shall not exceed ten (10) weeks to any individual.

In addition, all Operators will be entitled to the full payment of any accrued annual leave entitlements.

33. COUNSELLING PROCESS

It is planned that the working environment be professional, productive, dignified and, indeed, pleasant. The development and maintenance of this environment remains the responsibility of all who work in our Operations Centre.

However, should an individual's behaviour or productivity be detrimental to the business, the following guide provides a process to follow;

First instance-

1. A Supervisor will talk privately with the individual concerned,
2. Identify the issue of concern,
3. Discuss with the individual the reasons causing the problem,
4. Plan a solution to rectify the issue, and
5. Identify a future time to review the situation. (The Supervisor will document the discussion and file it appropriately-refer Attachment F.).

Second Warning- The same process will be followed, however, as a second warning is indicative of the continuing nature of the problem, additional aspects to consider include;

- (i) a formal written letter, signed by both parties,
- (ii) a suitable witness,
- (iii) a clear warning of the consequences if improvement does not occur including termination of employment.

Final Meeting- Should improvement still not have occurred, then the Supervisor, individual and Assistant Manager (and/or Manager) will meet. The reasons for the lack of improvement will once again be reviewed in the hope of finding a mutually satisfactory solution. Should this be inappropriate then employment will be terminated.

Examples of behavior which may lead to a Supervisor commencing this counselling process include excessive and inappropriate absence from work, continued tardiness, monitored performance which continues to be unsatisfactory and general misconduct.

Nothing in this Agreement will prejudice the right of the Company to instantly dismiss an individual for serious breaches of this Agreement, gross neglect of duty or serious misconduct. However, termination of employment will not be unreasonable, unjust nor harsh.

34. DISPUTE SETTLING PROCEDURE

By far the majority of all questions, issues, differences of opinion or disputes can be amicably answered or resolved simply by Operators and Assistant Supervisors talking with each other.

If the outcome is unsatisfactory to those involved, the grievance should be discussed at higher, graduated levels of authority. Reasonable time limits must be allowed for discussion and resolution at each level.

If the issue is of such a serious or continuing nature, then consideration of involving appropriate third parties outside the Operations Centre should occur.

While this procedure is being followed, normal work must continue.

Attachment A

RATES OF PAY

CLASSIFICATION	TIME ZONE	11 AUGUST 1994	04 MAY 1995	08 FEBRUARY 1996
PROBATION (first 3 months)	DAY (Base)	\$11.56	\$12.00	\$12.50
	AFTERNOON	\$13.53	\$14.04	\$14.63
	GRAVEYARD	\$14.57	\$15.12	\$15.75
	WEEKEND	\$17.34	\$18.00	\$18.75
OPERATOR ASSISTANT SUPERVISOR* SUPERVISOR**	DAY (Base)	\$11.87	\$12.35	\$13.00
	AFTERNOON	\$13.89	\$14.45	\$15.21
	GRAVEYARD	\$14.96	\$15.56	\$16.38
	WEEKEND	\$17.80	\$18.52	\$19.50

OPERATORS:

Under 18 years:	DAY (Base)	\$5.50	\$5.75	\$6.00
18 to under 21 years:	DAY (Base)	\$8.60	\$8.90	\$9.30

MEAL ALLOWANCE	\$7.50 (first meal)	\$5.00 (consecutive meal)
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FIRST AID \$6.60/week

*ASSISTANT SUPERVISOR Allowance

**SUPERVISOR Allowance

ATTACHMENT B

All Operators currently enjoying the entitlement of a fifth week annual leave will continue to do so given their roster qualifies them to that entitlement.

The current and (intended) future pattern of rostering is to provide certainty and permanency of work patterns by providing fixed work rosters.

Nevertheless, should Operators be required in the future to work as part of their regular pattern of work on each day of the week on a rotating basis, they will be provided an additional weeks annual leave

PARENTAL LEAVE

INTRODUCTION Parental Leave incorporates three areas of unpaid leave available to staff under special circumstances - Maternity, Adoption, and Paternity.

MATERNITY LEAVE Maternity Leave was introduced in 1979 and allows women to return to employment after the birth of a child. The following points are intended to be a quick and easy reference regarding Maternity Leave provisions.

KEY FEATURES:

- Maternity Leave is unpaid leave.
- Period of leave available is between 6 and 52 weeks. (It is compulsory to take 6 weeks leave after the child is born).
- Generally absence on maternity leave will not break your continuity of service.
- Replacement staff may be engaged to do your job.
- Maternity Leave is not available to casual staff.
- You cannot be terminated on the grounds of pregnancy or absence on Maternity Leave.

STAFF RESPONSIBILITIES:

- You need to notify your Supervisors in writing the expected date of confinement at least 10 weeks before that date. This is verified with a certificate from your Doctor.
- You must give 4 week's notice of the date when you plan to commence leave and the period of that leave.
- The period of maternity leave may be extended (once only) if you give notice in writing.
- The period of maternity leave can be shortened or cancelled, with your Supervisor's approval, if you provide notice in writing.
- You should write to your Supervisor and advise/confirm your intention to return to work 4 weeks before your Maternity Leave ends.
- It is wise (and sometimes mandatory) to provide written reports/certificates from your Doctor to support your maternity plans.

MANAGEMENT RESPONSIBILITIES

- Supervisors may require a staff member to take maternity leave at any time within 6 weeks of the confinement date by giving 14 days written notice.
- On medical advice a staff member may be transferred to a "safe" job should the work normally performed be hazardous to the pregnant staff member. If such a transfer is not practicable, the staff member may be required to commence maternity leave.
- After completing maternity leave a staff member is entitled to the position she held immediately prior that leave. Should the position no longer exist, the Supervisor will find another position for which the staff is qualified and capable of performing. Such a position should be comparable in status and salary.

The health and well-being of you and your child is paramount. Obviously maternity should be a pleasant experience and this should be enhanced by removing uncertainties about leave entitlements and return to work provisions. If you communicate on a regular basis and in a timely fashion with your Supervisor, the process should be smooth and trouble free.

Hopefully this notice provides you a simplified overview of the processes involved.

CHANGE OF ROSTER NOTICE

SURNAME:..... SURNAME:.....
FIRST NAME:..... FIRST NAME:.....
PAYROLL NUMBER:..... PAYROLL NUMBER:.....

TEMPORARY CHANGE:
PERMANENT CHANGE: COMMENCEMENT DATE OF CHANGE --

<u>DAY</u>	<u>ROSTER TIMES</u>	<u>DAY</u>	<u>ROSTER TIMES</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

	YES	NO
Q.1. Are the changes within the same pay period?	<input type="checkbox"/>	<input type="checkbox"/>
Q.2. Do the changes involve the same rate of pay?	<input type="checkbox"/>	<input type="checkbox"/>

COMMENTS: _____

SIGNED: _____ SIGNED: _____
APPROVED: _____ DATE: _____
(SUPERVISOR/MANAGER)

Attachment E

(Date)

To Whom It May Concern

This letter is written on behalf of (Name) (Address), who (Reason for separation) effective from (Date of separation).

(Name) commenced with our company on (Date) and (his/her) last role was that of (Title) within our Operations Centre, Sydney.

We wish him/her well in his/her future endeavours and, should you require any further comment, please feel welcome to contact me.

Sincerely,

SUPERVISOR/MANAGER

FILE NOTE – COUNSELLING

INDIVIDUAL'S NAME:.....
DATE OF CONVERSATION:.....
SUPERVISOR'S NAME:.....

1. WHAT IS THE PROBLEM?

2. WHAT ADVERSE IMPACT DOES IT CAUSE?

3. WHAT ARE THE REASONS FOR THE PROBLEM?

4. WHAT IS THE PLANNED SOLUTION?

5. WHAT IS THE EXPECTED RESULT (when the planned solution is implemented)?

6. WHEN WILL THE ISSUE BE REVIEWED?

Time:.....
Day:.....
Date:.....

SUPERVISOR'S SIGNATURE:.....(Please provide a copy to the Individual).

7. REVIEW: (Following the review - refer (6) - please comment as to the above outcome).

EMPLOYEE SIGNATURES

00307	KNIGHT M	5/37 NORTHWOOD ST CAMPERDOWN NSW 2050	5198965	<i>M. Knight 9/6</i>
00380	LOWE B	34 PARKHAM ST SURRY HILLS NSW 2010	3103536	<i>B. Lowe 9/8/96</i>
00389	BARCLAY B	93 WALLAWA ROAD NEILSON BAY NSW 2315	049 81 4908	
00394	CALLEY D	4/2 PITT ST BALGOWLAH NSW 2093	9495552	<i>D. Calley 9</i>
00402	EPPS C	122 PITT TOWN RD MCGRATHS HILL	045 776908	<i>C. Epps 11/8</i>
00403	FALCONER M	C/O POST OFFICE CHURCH POINT NSW 2105	99991523	<i>M. Falconer 9/6</i>
00406	GARDINER J	46 QUEENS PDE WEST NEWPORT NSW 2106	99972478	<i>J. Gardiner 11</i>
00407	GRAHAM C	27/67 BRADLEYS HEAD RD MOSMAN 2088	9604871	
00415	KENYON G A M	2 CANARA PLACE FRENCHES FOREST NSW 2006	4517541	
00416	LEWIS H J Y	1/10 TOONGARAH RD WAVERTON	9554526	<i>H. Lewis 9/5/96</i>
00418	LLOYD Y	6 PETERLEE RD CANLEY HEIGHTS NSW 2166	7572403	<i>Y. Lloyd 9/8/96</i>
00427	O'CONNELL M	20 SOMERSET AVE NORTH TURRAMURRA NSW 2074	5574033	<i>M. O'Connell 9/8/96</i>
00436	SCOPACASA R	37 WABASH AVE CROMER NSW 2099	9825474	<i>R. Scopacasa 9/8/96</i>
00440	SLATTER K	2/136 HASTINGS PDE NORTH BONDI	3653408	
00441	STENNING K	3/13 WHEATLEIGH ST NAREN BURN NSW 2065	4376893	<i>K. Stenning 12/1</i>
00442	STEPHENSON C	5 SORLIE RD FRENCHS FOREST NSW 2086	4513893	
00449	WEIDNER B	10 WALKER AVE HABERFIELD NSW 2045	7992992	<i>B. Weidner 9/8</i>
00452	WILSON P T	6 LITTLE WILLANDRA RD CROMER NSW 2099	9814764	<i>P. Wilson 9/2/96</i>
00453	WRIGHT C	125 HIGH ST WILLOUGHBY	9587687	<i>C. Wright 9/8</i>
00901	ROBERTS G	4/14 HAROLD ST MACQUARIE FIELDS NSW 2565	8292462	<i>G. Roberts 9/8</i>
01001	GREEN F E	33 CLONTARS ST NORTH SEAFOORTH NSW 2092	9495156	<i>F. Green 9/8</i>
01002	DEVITT L	51 GEORGE ST BURWOOD NSW 2134	7476704	<i>L. Devitt 9/8</i>
01005	LEVEL CA	51 MALLEE ST QUAKERS HILL NSW 2763	8372032	<i>C. Level 9/8</i>
01006	PALMER M S	11 VALLEY RD LINDFIELD NSW 2070	4163308	<i>M. Palmer 9/8</i>
01007	MCCARTNEY J A	104 ALFRED ST NARRAWEENA NSW 2099	9716960	<i>J. McCartney 9/8</i>
01008	MCFARLANE W J	64 BROOME ST NAROUBRA NSW 2035	6941428	<i>W. McFarlane 9/8</i>
01009	TRAINOR L J	42 DAY ST LEICHHARDT NSW 2040	5883453	<i>L. Trainor 9/8</i>
01011	GOTSIS T	102 CAMPBELL ST ST PETERS 2044	5162533	<i>T. Gotsis 9/8</i>
01012	MONTAGU J T	34 IRVINE ST KINGSFORD NSW 2032	3491290	<i>J. Montagu 9/8</i>
01012	MONTAGU J T	15/41-43 MILRAY AVE WOLLSTONECRAFT NSW 2065	9013001	<i>J. Montagu 9/8</i>
01013	EVANS A J	1/19 EUROBIN AVE MANLY NSW 2095	9775520	<i>A. Evans 9/8</i>
01014	KOKKOTAS A M	46 BURSARIA CRES GLENMORE PARK NSW 2745	047 333227	<i>A. Kokkotas 9/8</i>
01015	JOHNSON E	46 BURSARIA CRES GLENMORE PARK NSW 2745	9384593	<i>E. Johnson 9/8</i>
01015	JOHNSON E	1 ADAMS ST CURL CURL NSW 2096	9384593	<i>E. Johnson 9/8</i>
01016	LEONG M	441 CONCORD RD CONCORD WEST NSW 2138	7431129	<i>M. Leong 9/8</i>

EMPLOYEE SIGNATURES CONT

01017	GALL A M	5 BARWON RD LANE COVE NSW 2066	4186454	<i>[Signature]</i> 11/3/9
01018	TROIANO A	42 HARRIS RD FIVE DOCK NSW 2046	7123330	<i>[Signature]</i> 9/9
01019	MATTHEWS N R	4/464 PACIFIC HIGHWAY ARTARMON NSW 2064	4122216	
01020	MURRAY S T	8 JAMISON PLACE LUCAS HEIGHTS NSW 2234	5410751	
01021	DILLON B	12/88 SHIRLEY RD WOLLSTONECRAFT NSW 2065	4361774	<i>[Signature]</i> 9/9
01023	MOORE L A E	12 WARDS HILL RD KILLCARE HEIGHTS NSW 2257	043 610316	<i>[Signature]</i> 09
01026	SOUTER T M	88 SEAFORTH CRES SEAFORTH NSW 2092	9494261	
01027	MARTIN L	11/4 BRUCE ST BRIGHTON LE SANDS 2216	5676961	<i>[Signature]</i> 9/9
01028	KHALIFEH C	15 GARDEN PLACE BONNYRIGG NSW 2177	6101182	<i>[Signature]</i> 9/9
01029	CRAMOND B E	4/99 CARINGBAH RD CARINGBAH NSW 2229	5402523	<i>[Signature]</i> 9/9
01030	KEMBER S	39 CAMERON ST EDGECLIFF NSW 2027	3261581	<i>[Signature]</i> 11/9
01032	HUBER BC	9 AMY RD RIVERWOOD NSW 2210	539000	<i>[Signature]</i> 9/9
01033	HANSON L M	49 LABRADOR ST ROOTY HILL NSW 2766	6751238	<i>[Signature]</i> 9/9
01034	BECKE L	13 LANGMEAD RD SILVERDALE NSW 2752	047 742572	<i>[Signature]</i> 11/9
01035	DAVEY J M	13 BODEN AVE STRATHFIELD NSW 2135	7631573	<i>[Signature]</i> 9/9
01036	MAWSON-LEE A W	97 YELVERTON ST ST PETERS NSW 2044	5171751	<i>[Signature]</i> 9/9
01037	STERLING C E	23 WARATAH ST ROOTY HILL NSW 2766	6256425	<i>[Signature]</i> 11/9
01038	ANDREWS A M	171 LONGUEVILLE RD LANE COVE NSW 2066	4281619	<i>[Signature]</i> 11/9
01039	TSOLTOUBIS M	10 SINGLETON ST EARLWOOD NSW 2206	7184339	<i>[Signature]</i> 11/9
01040	MILGATE M A	12 BETTYANNE PLACE MARDI	043 512251	<i>[Signature]</i> 11/9
01041	AVGETIDIS A	41 MENDELSSOHN AVE EMERTON NSW 2770	6287705	<i>[Signature]</i> 9/9
01301	BOLZAN S W	110 GARDENERS RD KINGSFORD	- 6632997	<i>[Signature]</i> 9/9
01302	AUPOURI K	5-125-127 CANTEBURY RD CANTEBURY	NO PHONE	<i>[Signature]</i> 9/9
01305	HUTCHINSON G L	10/13-17 RIVER RD WOLLSTONECRAFT NSW 2065	4376770	<i>[Signature]</i> 9/9
01306	KAKOSCHKE J M	56 NEALE AVE CHERRYBROOK NSW 2126	8999214	<i>[Signature]</i> 11/9
01307	DUFF L M	16 THE DRIVE HARBORD NSW 2096 2 SEAVIEW PDE COLLAROY 2097	9829960 9529960	<i>[Signature]</i> 11/9
01314	AZIMULLAH Z	11 GODWIT CLOSE HINCHINBROOK NSW 2168	8257473	<i>[Signature]</i> 11/9
01315	BAIDIN G	1 PHILLIPS ST AUBURN NSW 2144	6431245	<i>[Signature]</i> 11/9
01316	MURRAY M A	UNIT 9 / 1211 PITTWATER RD COLLAROY NSW 2097	9717740	
01317	TAYLOR J	72 BALAKA DRIVE CARLINGFORD NSW 2110	8721671	<i>[Signature]</i> 11/9
01319	YAGHI N	4 COTTER PLACE LEUMEAH	046 282768	<i>[Signature]</i> 11/9
01321	DOWLEY K L	31 RICHARD AVE EARLWOOD NSW 2206	7186895	<i>[Signature]</i> 9/9
01325	JESSUP M L	33 PRINGLE AVE BELROSE 2085	4522473	<i>[Signature]</i> 9/9

EMPLOYEE SIGNATURES CONT

01330	DALE K M	7/31 BELMONT AVE WOLLSTONECRAFT NSW 2065	436 2018	<i>Alida 9/8/94</i>
01334	DE AZEVEDO G	52 TAYLOR RD LISAROW NSW 2250	043 291 842	<i>Greg Brad 9/12</i>
01345	HOOKHAM T L	13 TENNYSON ST PARRAMATTA NSW 2150	6831135	<i>T. Hookham 9/19</i>
01347	RISTOVSKA V	88 WELLINGTON ST MASCOT NSW 2020	3134353	<i>V. Ristovska 11/1</i>
01340	HARLEN L L	8 NARGONG RD ALLAMBE NSW 2100	9391135	<i>Harlen 9/14</i>
01349	SCHEMBRI A A	9 AUSTRALIA ST MERRYLANDS 2160	6825073	<i>A. Schembri 9/14</i>
01354	KINGDOM C F	295B HIGH ST CHATSWOOD 2067	417 3132	<i>C. Kingdom 9/19</i>
01356	SOLOMON G S	18 SHORT ST ROSEHILL NSW	6376340	<i>G. Solomon</i>
01362	WELLBORNE M M	14/22-26 QUEENS RD WESTMEAD NSW 2145	8915666	<i>M. Wellborne 9/1</i>
01374	SAXTON M	19 ALAMEIN AVE CARLINGFORD	8733128	<i>M. Saxton 9/1</i>
01377	TILDEN K	23 TRAFALGA AVE ROSEVILLE 2069	4167185	<i>K. Tilden 9/1</i>
01383	SEARLE L J	13 AMAROO CLOSE BLUE HAVEN NSW 2262	043 993361	<i>L. Searle 11/8/94</i>
01385	WALSH D J M	3/6 SHORT ST THORNLEIGH 2120	8752149	
01387	ALBANIS J	24 ROSSER ST ROSELLE 2039	8182787	<i>J. Albanis 11/1</i>
01388	CONLON J	6-EDDY ST MERRYLANDS 2160		<i>J. Conlon 9/1</i>
01398	HUNTER C M	5A EURELLA AVE NORTH BALGOWLA NSW 2093	9070082	<i>C. Hunter 9/1</i>
01414	LLOYD C D	32 VICTORIA RD PENNANT HILLS 2120	4846610	<i>C. Lloyd 11/1</i>
01420	MOYNIHAN C C	43 RAMSAY ST HABERFIELD 2045	7988838	<i>C. Moynihan 9/1</i>
01423	HALL A S	4/115 QUEENSCLIFF RD QUEENSCLIFF 2096	9386482	<i>A. Hall 9/1</i>
01436	BARRIE L J	4 BRIGGS PLACE HUNTINGTON HEIGHTS NSW 2767	8318397	<i>L. Barrie 9/1</i>
01440	BURKE A	32 RAWSON RD GUILDFORD 2161	8292435	<i>A. Burke 9/12/94</i>
01445	ROBINSON J G	6/93 AVENUE RD MOSMAN NSW 2088	9693060	
01448	BOBEK R I	20 BYRD ST CANLEY HEIGHTS 2166	7253002	<i>R. Bobek 9/1</i>
01450	VANROOY C L	10/34 LAWRENCE ST HARBORD 2096	9382478	
01452	MCYNTYRE E E	4/38 WELLS ST REDFERN 2016	6981393	<i>E. McIntyre 9/1</i>
01453	FLEW M	5 ST GEORGES CRES FAULCONBRIDGE NSW 2776	047 512658	<i>M. Flew 9/1</i>
01456	LLOYD L	32 VICTORIA RD PENNANT HILLS 2120	4846610	<i>L. Lloyd 9/1/94</i>
01467	HADDOCK H L	501/856 PACIFIC HWAY CHATSWOOD 2067	4192225	<i>H. Haddock 9/1</i>
01476	PIROZZI N	26 MCKENZIE ST CONCORDE WEST 2130	7434242	<i>N. Pirozzi 9/1</i>
01478	DUINKER V	74 TYNESIDE AVE WILLOUGHBY 2068	4171653	<i>V. Dinker 11/1</i>
01479	SMYTHE L M	8 KARINA CRES BELROSE 2085	9013441	<i>L. Smythe 9/1</i>
01483	POWER J L	51/128 GEORGE ST REDFERN NSW 2016	6984015	<i>J. Power 11/1</i>
01488	REDDING M M	38 HUNTLEY GRANGE RD SPRINGWOOD 2777	047 514931	
	ON ANNUAL LEAVE			

EMPLOYEE SIGNATURES CONT

01489	BROWN B L	209 CONDAMINE ST BALGOWLAH NSW 2093	9495585 <i>B. Brown</i>
01491	WERNICKE M L	477 OCEAN GROVE COLLOROY 2097	9828494 <i>M. Wernicke</i>
01494	ANDERSON S	25 EDWARD ST NORTH MEAD 2152	890 1492 <i>S. Anderson 9/8/94</i>
01900	EMMETT J D	41 RAILWAY TERRACE LEWISHAM 2049	5642951 <i>J. Emmett 09/10</i>
01902	FARIC F	74 SYDNEY ST WILLOUGHBY 2068	4115551 <i>F. Faric 9/8/94</i>
01903	LEE P	15 LENTON PDE WATERLOO 2016	3103739
01904	RILEY D	49 BULLECOURT AVE MILPERRA 2214	7743870
01907	BARBOUR P M	15/822 PACIFIC HWAY CHATSWOOD 2067	4133330 <i>P. Barbour 9/10</i>
01912	STREETER P E	5/57 MILSONS RD CREMORNE 2090	9684829 <i>P. Streeter 11/9</i>
01917	DAVIES D E	88 WARRINA ST BEROWRA 2082 27 BAMBIL RD BEROWRA 2081	4561782 <i>D. Davies 9/10</i>
01919	YIP M	14 FRASER ST STRATHFIELD 2140	7642205
01921	MARSHUTT S J	90 FRANCES ST LEICHHARDT 2040	5609094 <i>S. Marshutt</i>
09006	GANAKAS C ON MATERNITY LEAVE	9 CHARLES ST RYDE 2112	8083416
09013	FA'AUIGA E E B L	11 LOW ST HURSTVILLE	504399 <i>E. Fa'auiiga 11/3/94</i>
09021	SEVALA-TOA E F	946 PUNCHBOWL RD PUNCHBOWL 2196	7083050 <i>E. Sevala-TOA</i>
09024	WELLBORNE C J	2/32 CONNAGHAN AVE EAST CORRIMAL	042836320 <i>C. Wellborne 9/3/94</i>
09040	CURRIE R	6/26 HENSEN ST MARRICKVILLE 2040 23/21-27 MEXICAN CRES MEADOW BANK	8093787 <i>R. Currie</i>
09047	ALBERT J A ON COMPENSATION LEAVE	7/23 PHILLIP ST LAKEMBA 2195	7405145
09049	FA'AUIGA E T M	4/14 VICTORIA AVE PENSHURST 2222	NO PHONE <i>J. Fa'auiiga</i>
09106	BROWN L H	2/32 CONNOGHAN AVE EAST CORRIMAL 2518	042 836320 <i>L. Brown 9/5/94</i>
09110	LEE A	2 LANCASTER AVE WEST RYDE 2114	8743898 <i>A. Lee 9/1/94</i>
09101	MASON C A	18 NEW ST AUBURN 2144	6496494 <i>C. Mason 11/8/94</i>
	PEARSON S	75 KINGSCLEAR RD ALEXANDRIA 2015	5574033 <i>S. Pearson 9/2/94</i>

SIGNATORIES

THE COMMON SEAL of BELLSOUTH AUSTRALIA PTY. LIMITED was affixed to this LINK TELECOMMUNICATIONS AGREEMENT (NSW) 1994 in the presence of:

W. S. Law

Director

04 August 1994

Suocang

Secretary

04 August 1994